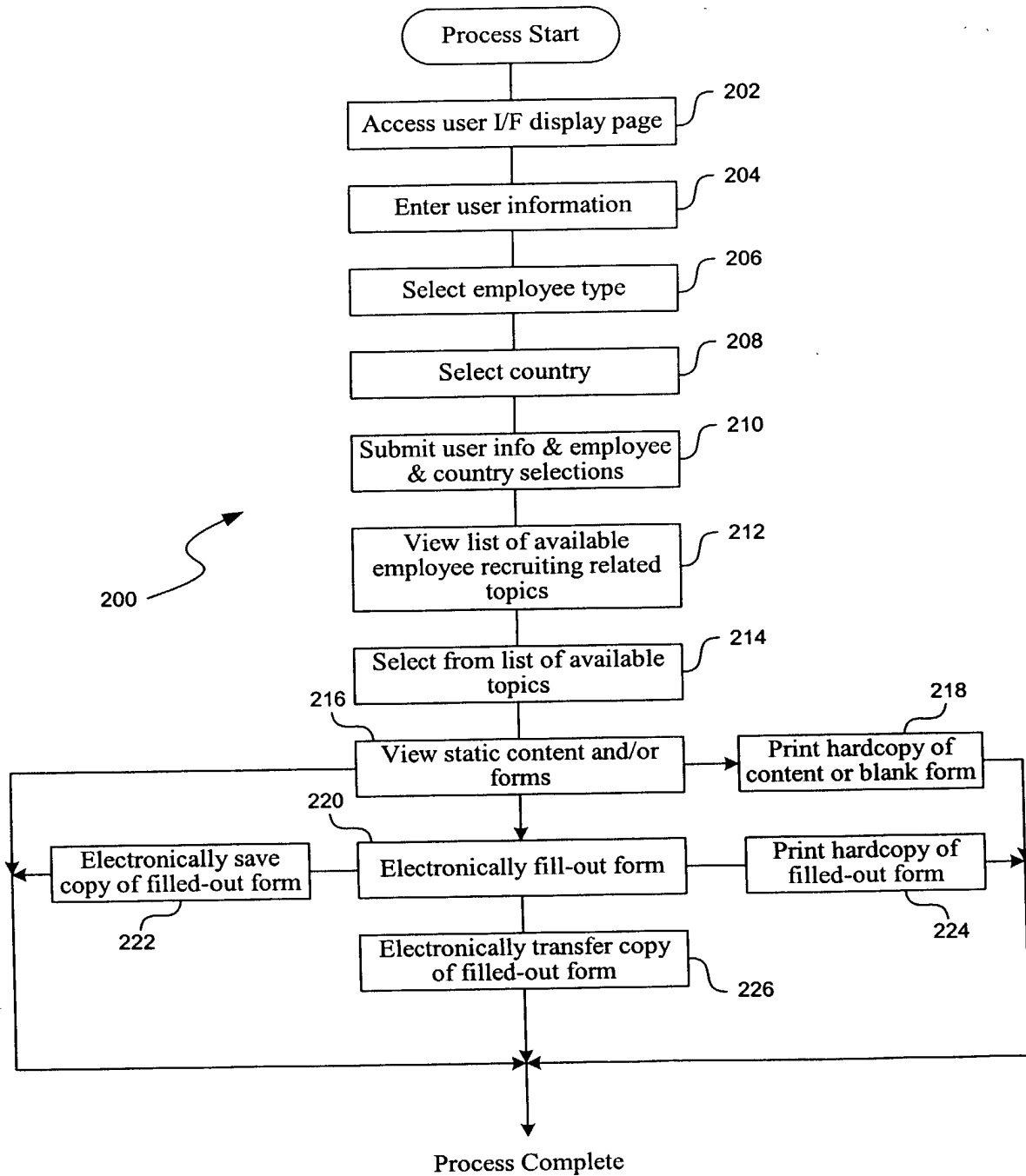
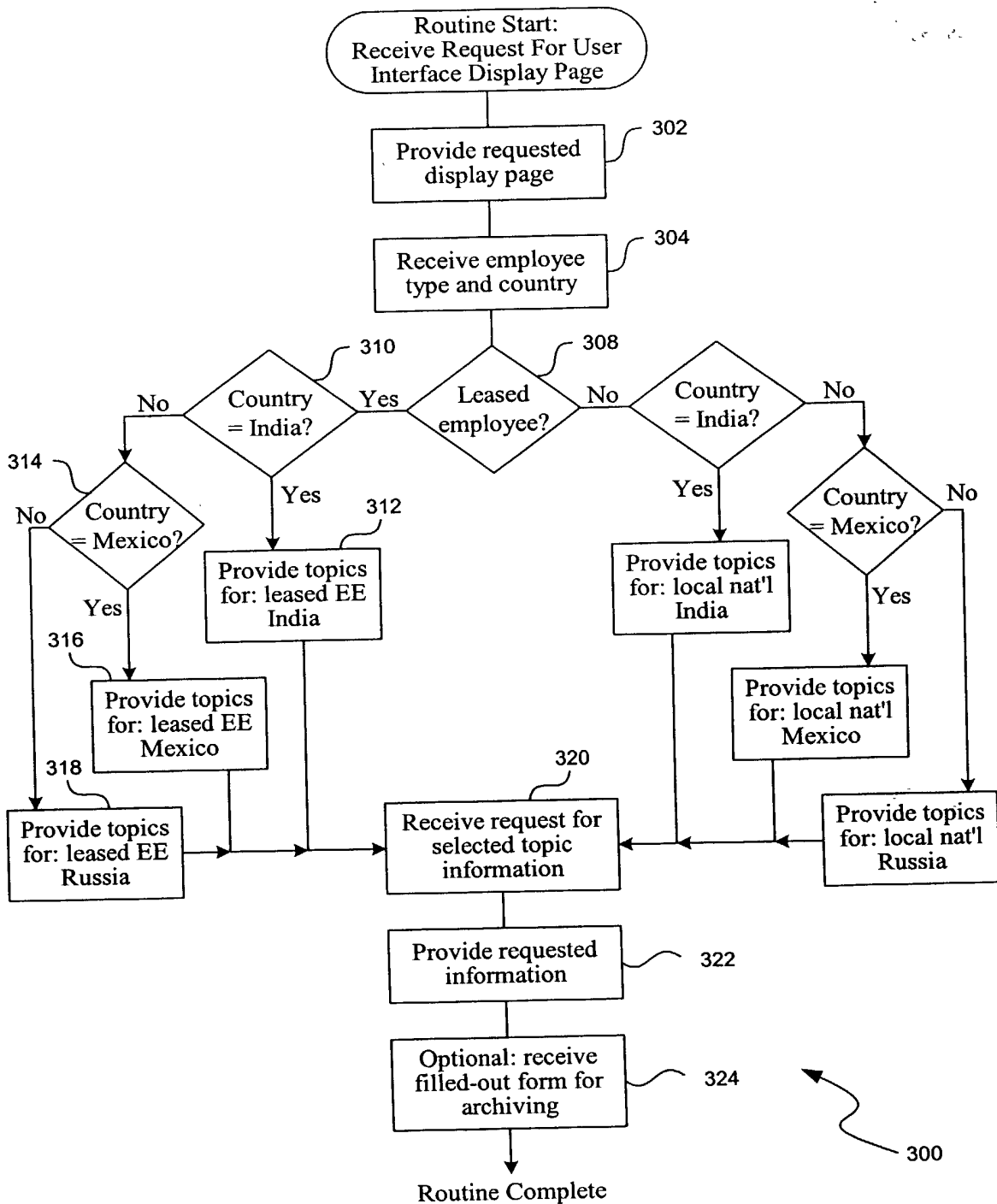


Fig. 1

**Fig. 2**

**Fig. 3**

402

User Information:

Name: _____ email: _____ Address: _____

Tele: _____ Fax: _____

404 Employee Type 408

410

Leased
Local Nat'l
etc.

412 Country 406

414

India
Mex.
Russia
etc.

416

Submit

400

Fig. 4

502

Local National

504

INDIA

506

☒ Recruiting Process

☒ Compensation Development

☒ Benefits Allocation

☒ Training (U.S. based): Required Documents

☒ Ground Rules

☒ Non-Immigrant U.S. Visas Commonly used

☒ Other Training & Landing Preparation

* Landing Preparation Check List

516

Submit

500

Fig. 5

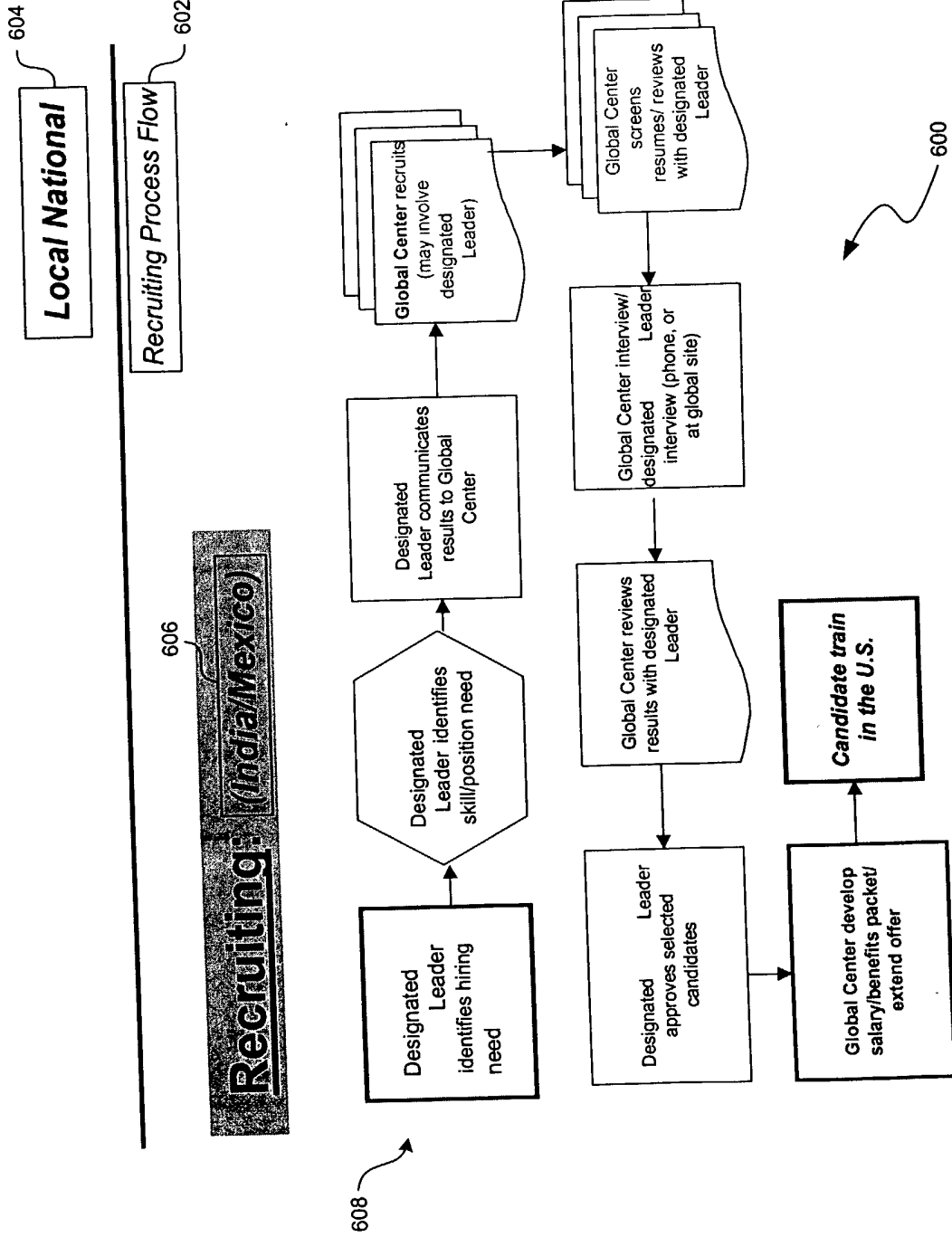


Fig. 6

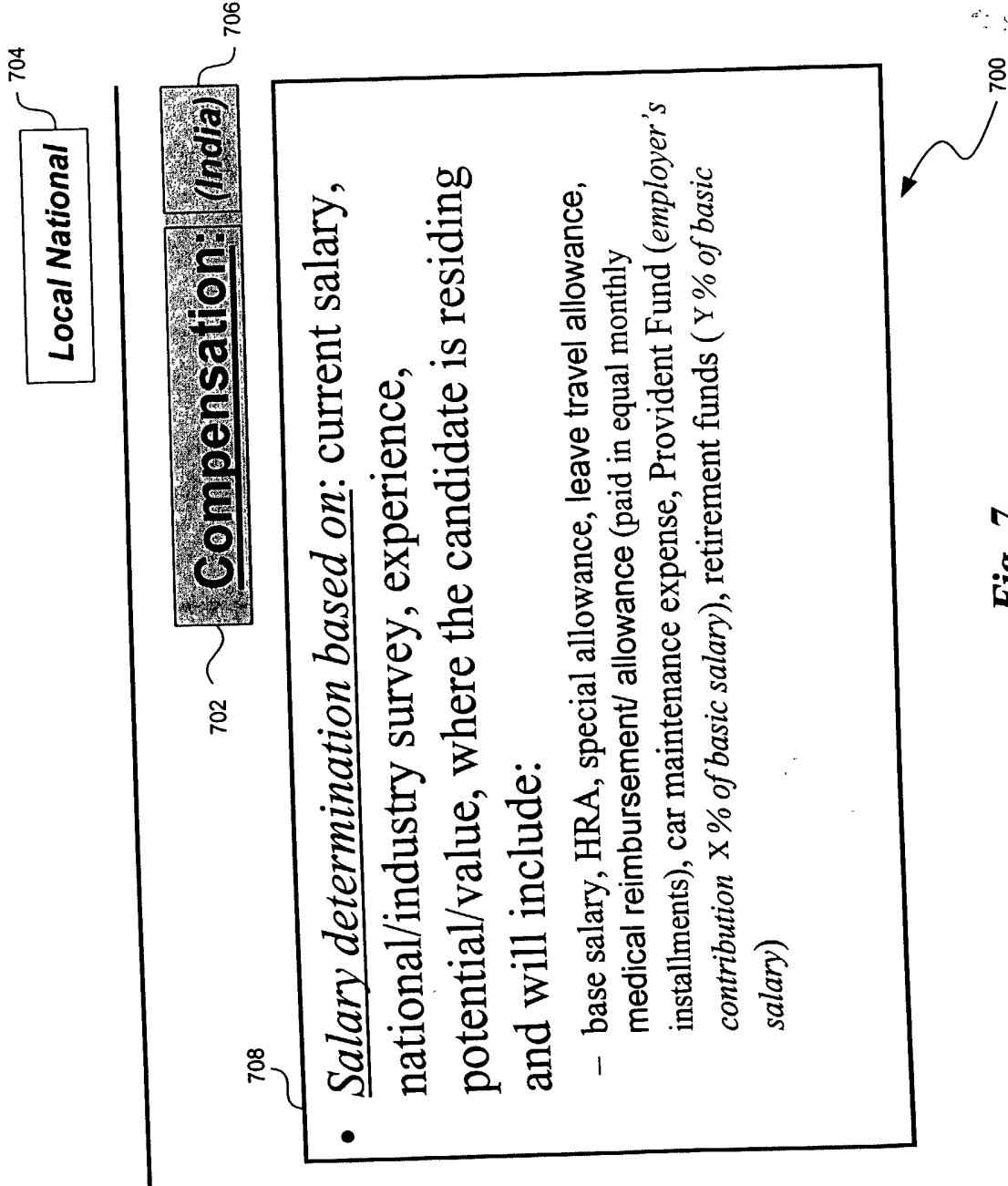


Fig. 7

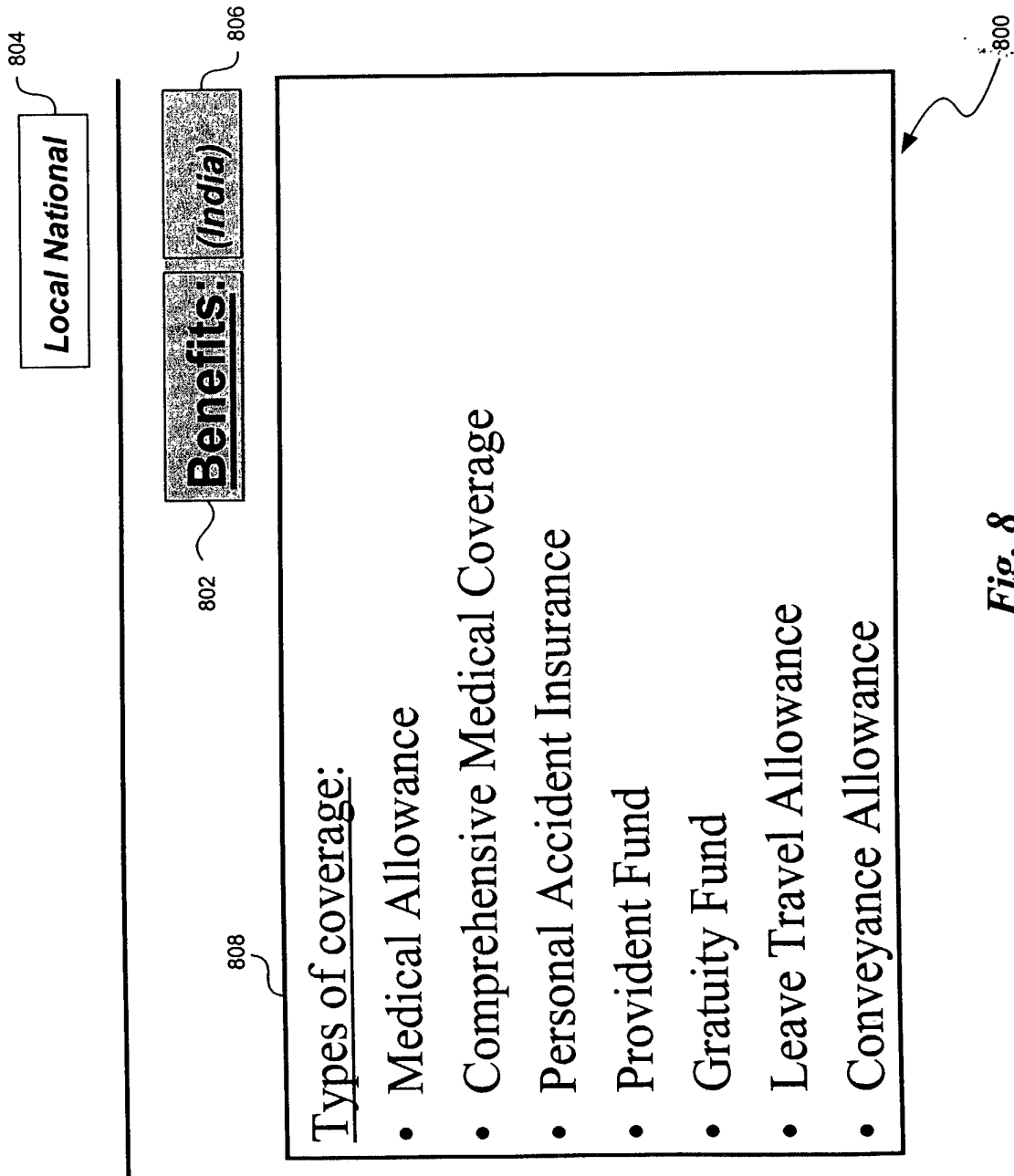


Fig. 8

Training: Required Documents

902

904 Local Nat'l

906 India

J-1 "Exchange Visitor" Visa Information Form**Part 1 To Be Completed By Applicant**Applicant's Full Name: _____ Male ☐
(Family) (Given) (Middle)Female ☐Marital Status: Married ☐ Widowed ☐ Divorced ☐ Single ☐

Current Home Address: _____

(Note: U.S. Immigration law requires that you have a foreign residence which you do not intend to abandon.)

Home telephone: _____

Current telephone (Office:) _____ Fax: _____

Place of Birth: _____ Date of Birth: _____

(City)

(Country)

(Mo/Day/Yr)

Passport No. _____ Exp. Date: _____ Country of Citizenship: _____

Country of Legal Permanent Residence: _____
(if different than Nationality)U.S. Social Security No. _____
(if any)

Address in U.S. where you will live during program (if known): _____

_____Applicant's dates of prior periods of stay in the U.S. in any capacity (e.g., "B-1" "J-1", "H-1" or "L-1" U.S. visa, most recent first) in the last 6 years and visa status:

	Arr. Date	Dep. Date	Visa		Arr. Date	Dep. Date	Visa
1				4			
2				5			
3				6			

Fig. 9

1004 Local Nat'l
1006 INDIA

U.S. Visas Commonly Used 1002

9 GLOBAL SUPPLIER TALENT DEVELOPMENT

1010	1012	1014	1016	1018	1020	1022
Letter Designation	Common Title	Status Requirements	Comments	Duration of Status	US Tax Status	Application Process/Time
B-1	Business or Pleasure Visitor	- Temporary, Visitor - No intent to abandon foreign residence	- Employment in U.S. NOT authorized - Used for meetings, consultations	- May be valid up to one year. - May be extended in US	- Non resident but may be taxed in US on US income	- Alien applies at US consulate abroad - 1-7 days (fast)
W/B	Visa Waiver	- Same as B-1	- Same as B-1	- 90 days NO T extendible in the US	- Same as B-1	- Only certain countries participate - Issued at P O E day of arrival
F-1	Academic Student	- Enrolled in full time course of study at approved educational institution - No intent to abandon foreign residence	- Employment for post-graduate practical training may be authorized by USCIS for up to one year - Authorized to work in the US	- Valid for duration of status	- Non resident but may be taxed on comp. paid by US employer if employed abroad	- Sponsored by educational institution - Application at US consulate abroad
TN	Canadian Professionals	- Temporary stay - "Professional" status - Canadian citizen	- Authorized to work in the US	- One year - Renewable indefinitely	- Dependent upon length of stay - US-Canada treaty may apply	- Alien applies at US Port of Entry - No visa required
H-1B	Temporary Worker	- Coming temporarily to US to provide services - In a "specialty" occupation - Requires equivalent of US B.S. or BA degree	- Employment authorized - Sponsored by US employer - Employer must guarantee alien's repatriation - Employees must make certification to DOL including alien's salary history and "prevailing wage"	- Maximum term 6 years - Maximum of 3,000 H-1B visas annually	- Generally resident in US - Taxed on all income	- Employer files petition - If approved, alien may change status in US or outside US - May apply at US Consulate - Allow 3 months
L-1A	Multinational Managerial (Executive/Managerial)	- Employed by "affiliate" company outside US for one of last 3 years - Coming temporarily to provide services in specialty occupation for another "affiliate"	- Employment authorized - Sponsored by US employer - DOL certification not required	- Maximum term 7 years	- Generally resident and taxed on all income	- Employer files petition - If approved may change status if in US or outside US - Allow 3 months
L-1B	Multinational Specialist (Specialized Knowledge)	- Same as L-1A but provide services in specialty occupation for another "affiliate"	- Same as L-1A	- Maximum term 5 years	- Same as L-1A	- Same as L-1A
L-1A/B	Same as L-1A and L-1B	- Foreign affiliate and US affiliate must be on "Blanket List" certified to DHS by the Company	- Same as L-1A & L-1B	- Same as L-1A & L-1B	- Same as L-1A & L-1B	- Petition prepared by GETSCO - First at US Consulate - Allow one month
J-1	Exchange Visitor (Trainee)	- Coming to US temporarily to participate in a US IA designated program - No intent to abandon foreign residence - Training program must be approved and meet specific criteria	- Employment permitted only as integral part of bona fide training - Alien may be sponsored by US employer or US IA - Training requirement after training	- Maximum term 18 months - Additional 30 days to travel	- Non resident but may be taxed if paid from US source	- WP-88 Form prepared by GETSCO - Alien applies at US Consulate abroad - Allow one month
	Professor or Research Scholar	- "Qualified researcher" (M.S. or higher)	- Employment permitted as part of research activities - 2 year foreign	- Initial term of 3 years which USA may extend for additional 3 years - Additional 30 days to travel		

Fig. 10

1000

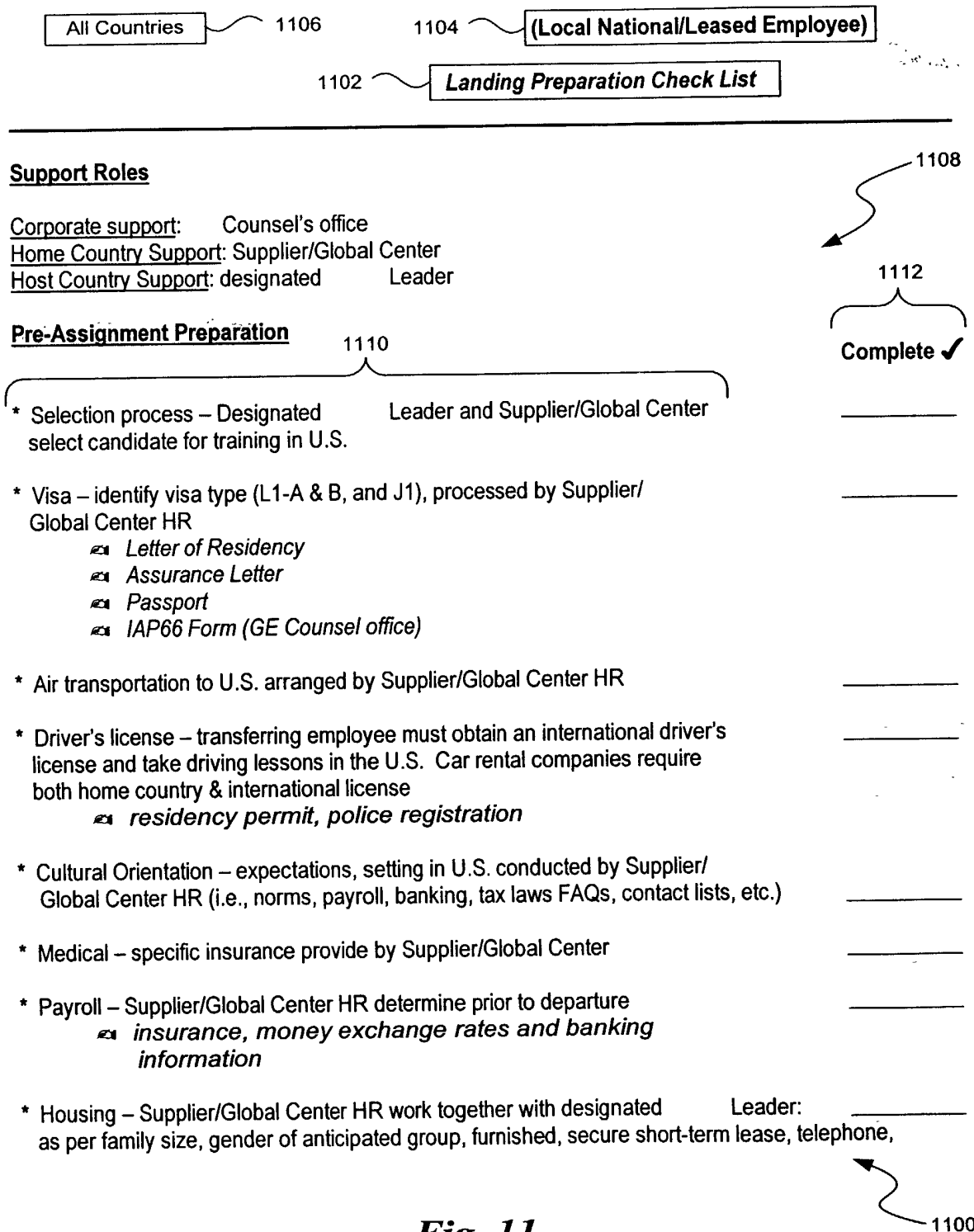


Fig. 11

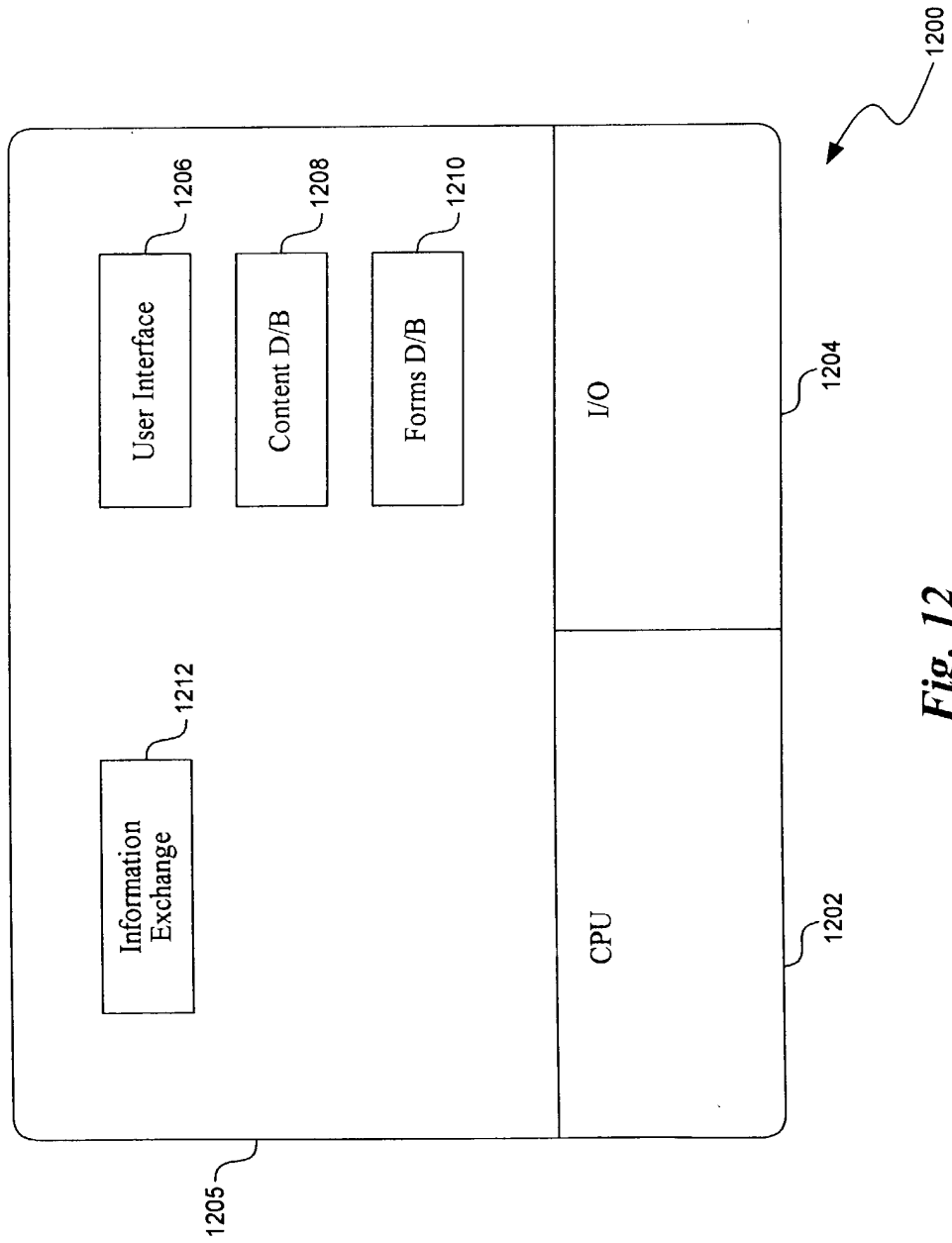


Fig. 12